

**The Lockhart Independent School District  
Board of Trustees  
M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street,  
Lockhart, TX 78644  
Regular Meeting, May 24, 2021 – 6:30 PM**

Notice is hereby given that on May 24, 2021, the Board of Trustees of the Lockhart Independent School District will hold a Regular meeting at 6:30 PM in the M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street, Lockhart, TX 78644. The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Call to Order
2. Pledge of Allegiance
3. Invocation
4. Recognitions
  - A. Universal Technical Institute Top Tech Challenge First Place Winner
  - B. Elementary Million Word Readers
  - C. Outstanding Lockhart FFA Competitors
  - D. THSCA Academic All-State - Tennis
  - E. Technology Student Association (TSA) - State Competitors
  - F. College Board National African American Recognition Program
  - G. College Board National Rural and Small Town Recognition Program
5. Public Comment
6. CLOSED SESSION:
  - A. Adjourned to Closed Session: Pursuant to Texas Government Code Section 551.072, (Deliberation Regarding Real Property), Texas Government Code Section 551.074, (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; Texas Government Code Section 551.076 (Deliberation regarding implementation of security personnel or devices) specifically to discuss:
    1. Superintendent's Performance Review
7. Business: Consent Agenda
  - A. Approval of Minutes:
    1. April 26, 2021 4
    2. May 3, 2021 8
  - B. Approve 2021-2022 Board of Trustees Regular Meeting Schedule 9
  - C. Approve Disposal of Out of Adoption Instructional Materials 12
  - D. Review Cash Investments Report 14
  - E. Review Tax Collection Report 17
8. COMMUNICATION
  - A. School Health Advisory Committee Report 20
  - B. Progress Monitoring Data on District Achievement Targets 22
  - C. Leading Forward 2021-2022 24
  - D. Review 2021 Tax Rate to be Published 26
  - E. Review Date for Public Meeting on 2021-2022 Budget 29
  - F. Review Purchases from Skyward in Excess of \$50,000 31

G. Bank Depository Contract Renewal	33
H. Review 2021-2022 ESC-13 Commitment Forms	35
I. Replacement of Navarro Chiller	39
J. Review Competitive Sealed Proposal for Plumbing and Fire Alarm for Portable	41
9. COMMUNICATION/ACTION:	
A. Consider and/or Approve 2021-2022 Employee Compensation Plan	43
B. Consider and/or Approve Revisions to Caldwell County Cooperative Special Education Shared Services Arrangement Agreement	58
C. Consider an/or Approve Board Resolution regarding ESSER III Resolution and Policy CB(LOCAL), State and Federal Revenue Services	64
D. Consider and/or Approve Staffing for the 2021-2022 School Year	69
E. Consider and/or Approve Optional Masks Policy	71
10. BOARD AND STAFF COMMENTS-ITEMS OF COMMUNITY INTEREST*	
11. BENEDICTION	
12. ADJOURNMENT	

\*BOARD AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST: Items of community interest are limited to: 1) expressions of thanks, congratulations or condolence; 2) information regarding holiday schedules; 3) an honorary or salutary recognition of a public official, public employee, or other citizen, except that a discussion regarding a change in the status of a person's public office or public employment is not an honorary or salutary recognition for purposes of this subdivision; 4) a reminder about an upcoming event organized or sponsored by the governing body; 5) information regarding a social, ceremonial, or community event organized or sponsored by an entity other than the governing body that was attended or is scheduled to be attended by a member of the governing body or an official employee of the school district.

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

Texas Government Code Section:

551.071	Consultation with Attorney; Closed Meeting
551.072	Deliberation Regarding Real Property; Closed Meeting
551.073	Deliberation Regarding Prospective Gift; Closed Meeting
551.074	Personnel Matters; Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline or Dismissal of a Public Officer or Employee; Closed Meeting
551.075	Conference Relating to Investments and Potential Investments Attended by Board of Trustees of Texas Growth Fund; Closed Meeting
551.076	Deliberation Regarding Security Devices; Closed Meeting
551.082	School Children; School District Employees; Disciplinary Matter or Complaint
551.083	Certain School Boards; Closed Meeting Regarding Consultation with Representative of Employee Group
551.084	Investigation; Exclusion of Witness from Hearing

Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed or executive meeting or session, then the final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or,
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

On this day of Friday, May 21, 2021, this Notice was mailed or faxed to news media who had previously requested such Notice and an original copy was posted on the display window in the School District Administration Building on said date.



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Superintendent

# Minutes of Regular Meeting

## The Board of Trustees

### Lockhart Independent School District

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A Regular meeting of the Board of Trustees of Lockhart Independent School District was held Monday, April 26, 2021, beginning at 6:30 PM in the M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street, Lockhart, TX 78644.

1. Call to Order was at 6:31 PM by Vice President Michael Wright. Other members present were Warren Burnett, Dr. Barbara Sanchez, Tom Guyton, Sam Lockhart and Rene Rayos. Steve Johnson joined via Zoom.
2. Pledge of Allegiance
3. Invocation was given by Trustee Burnett
4. Recognitions
  - A. Universal Technical Institute Top Tech Challenge First Place Winner  
*Rescheduled to next month*
  - B. Lockhart High School DECA State Qualifiers and Finalist
  - C. Girls Powerlifting State Qualifiers and Finishers
  - D. Winter Academic All-State Athletes
  - E. LISD #LockhartLeading Culture Winner
5. Public Comment  
Mr. John Flores addressed his concern with the noise from the (facility rental) soccer tournament that happened at Lockhart High School on April 17<sup>th</sup> & 18<sup>th</sup>.
6. CLOSED SESSION:
  - A. Adjourned to Closed Session: Pursuant to Texas Government Code Section 551.072 (Deliberation Regarding Real Property); Texas Government Code Section 551.074, (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee); Texas Government Code Section 551.076 (Deliberation regarding implementation of security personnel or devices) specifically to discuss:
    1. Consideration of Superintendent's recommendation to report to TEA certified educator who abandoned contract
    2. Superintendent's Performance Review

**The Board of Trustees on Monday, April 26, 2021 convened at 6:52 PM in closed session in accordance with the Texas Open Meetings Act for the purposes of discussing items listed under the Texas Government Code Section 551.072 (Deliberation Regarding Real Property); Texas Government Code Section 551.074 (Personnel to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal**

**of a public officer or employee); and Texas Government Code Section 551.076 (Deliberation regarding implementation of security personnel or devices). The Board ended its closed session at 8:00 PM on Monday, April 26, 2021. No votes, decisions, or actions were taken while in closed session.**

**7. BUSINESS: CONSENT AGENDA**

**A. Approve Minutes:**

1. March 22, 2021

2. April 5, 2021

**B. Approve 2020-2021 Annual Financial Audit Engagement Letter**

**C. Approve Budget Amendments**

**D. Approve 2021-2022 Instructional Materials Allotment and TEKS Certification Form**

**E. Approve Expenditure for Lockhart High School Project Graduation**

**F. Approve SSC Contract Renewal**

**G. Approve Amendment to Transportation Management Services contract with Goldstar Transit**

**H. Review 2021-2022 Board of Trustees Regular Meeting Schedule**

**I. Review Tax Collection Report**

**J. Review Quarterly Investments Report**

**Trustee Guyton made the motion that the Board approve the consent agenda 7-B through 7-J as presented. Trustee Sanchez seconded the motion. The motion passed, 7-0.**

*Trustee Lockhart asked that corrections be made to 7-A , April 5, 2021 minutes. He did not make the motion for Trustee Wright as President, it was Dr. Sanchez. Trustee Lockhart did second the motion.*

*With the corrections agreed upon, Vice President Wright entertained a motion that the April 5, 2021 minutes be corrected as discussed.*

**Trustee Sanchez made the motion that the minutes be corrected as discussed. Trustee Rayos seconded the motion. The motion carried, 7-0.**

**8. COMMUNICATION**

**A. Gaining Early Awareness & Readiness for Undergraduate Readiness (GEAR UP) UT Grant Update**

This presentation was given by Nick Mercado and Gerra Murray, GEAR UP Coordinators. No action was taken.

**B. Progress Monitoring Data on District Achievement Targets**

This presentation was given by Dr. Stephaine Camarillo, Assistant Superintendent for Curriculum and Instruction. No action was taken.

### C. Leading Forward 2021-2022

This presentation was given by the Deputy Superintendent, Kim Brents; Assistant Superintendent, Dr. Stephaine Camarillo; and Assistant Superintendent, Adam Galvan. No action was taken.

### 9. COMMUNICATION/ACTION

#### A. Consider and/or Approve the Purchase of Food Service Equipment Bid

**Trustee Guyton made the motion move that the Board approve the purchase of the food service equipment to ISI Refrigeration in the amount of \$146,603.17 and the freezers to 1st Choice Restaurant Equipment & Supply, LLC in the amount of \$44,088.15 and amend the budget. Trustee Sanchez seconded the motion. The motion carried, 7-0.**

#### B. Consider and/or Approve a Cardiopulmonary Resuscitation (CPR) Waiver

**Trustee Sanchez made the motion that that the Board approve the Cardiopulmonary Resuscitation (CPR) waiver as presented by the Lockhart ISD administration. Trustee Guyton seconded the motion. The motion carried, 7-0.**

#### C. Consider and/or Approve Purchase of Portable Buildings

**Trustee Sanchez made the motion that the board approve the purchase the classroom portables from Ramtech Building Systems for \$778,110. The administration also recommends approving the District Costs of \$354,000. Trustee Guyton seconded the motion. The motion carried, 7-0.**

#### D. Consider and/or Approve the Purchase of Furniture and Amend the General Fund Budget

**Trustee Rayos made the motion that the Board approve the purchase of the furniture as presented and amend the General Fund Budget. Trustee Burnett seconded the motion. The motion carried, 7-0.**

#### E. Consideration and possible action regarding Superintendent's recommendation to report to TEA certified educator who abandoned contract

**Trustee Sanchez made the motion that the Board of Trustees find that there was not good cause under Texas Education Code section 21.105(c)(2), 21.160(c)(2) or 21.210(c)(2) for Dolores Moncada to resign from her 2020-2021 employment contract, and further authorize the Superintendent to report this employee to the Texas Education Agency for contract abandonment. Trustee Rayos seconded the motion. The motion carried, 7-0.**

10. BOARD AND STAFF COMMENTS-ITEMS OF COMMUNITY INTEREST\*
11. BENEDICTION was given by Trustee Guyton
12. ADJOURNMENT was at 9:27 PM by Vice President Michael Wright.

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Steve Johnson, Board President

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Warren Burnett, Board Secretary

# Minutes of Special Meeting

## The Board of Trustees Lockhart Independent School District

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A Special meeting of the Board of Trustees of Lockhart Independent School District was held Monday, May 3, 2021, beginning at 6:30 PM in the M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street, Lockhart, TX 78644.

1. Call to Order was at 6:32 PM by Board President Steve Johnson. Other members present were Warren Burnett, Dr. Barbara Sanchez, Micahel Wright, Tom Guyton, Sam Lockhart and Rene Rayos.

2. Public Comment

None.

3. COMMUNICATION:

A. 2021-2022 Staffing and Budget Session

This presentation was given by Nicole Dean, Chief Financial Officer and Kim Brents, Deputy Superintendent. No action was taken.

B. Elementary and Secondary School Emergency Relief (ESSER II & III) Grant Briefing

Superintendent Estrada updated the Board on the process and allocation of the ESSER Grant Funds.

4. COMMUNICATION/ACTION:

A. Approve Staffing for the 2021-2022 School Year

**Trustee Wright made the motion that the Board approve the proposed new staff positions and staff adjustments for the 2021-2022 school year. Trustee Guyton seconded the motion. The motion carried, 7-0.**

5. ADJOURNMENT was at 8:20 P.M. by Board President Steve Johnson.

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Steve Johnson, Board President

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Warren Burnett, Board Secretary

# Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

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AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

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BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:



# LOCKHART INDEPENDENT SCHOOL DISTRICT

419 Bois D'Arc Street • Lockhart, Texas 78644 • phone: 512.398.0000 • fax: 512.398.0031  
www.lockhart.isd.org

## 2021-2022 Board of Trustees Regular School Board Meetings

Location: M.L. Cisneros Education Support Center, 419 Bois D' Arc  
Regular Board meetings begin at 6:30 p.m.

- Monday, August 23, 2021
- Monday, September 27, 2021
- Monday, October 25, 2021
- Monday, November 15, 2021 (3<sup>rd</sup> Monday)
- Monday, December 13, 2021 (2<sup>nd</sup> Monday)
- Tuesday, January 18, 2022
- Monday, February 28, 2022
- Monday, March, 28, 2022
- Monday, April, 25, 2022
- Monday, May 16, 2022 (3<sup>rd</sup> Monday)
- Monday, June 6, 2022 (Special Called Board Meeting)
  - Monday, June 27, 2022
  - Monday, July 25, 2022

\*Unless otherwise noted, regular meetings occur on the 4th Monday of the month.

# Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

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# LOCKHART I.S.D. BOARD

## Tax Collection Report

APRIL 2021

	April	Prior Months	TOTAL	PRIOR YEAR
2020 Tax Collection	\$186,617.71	\$19,570,543.47	\$19,757,161.18	\$18,829,900.64
2019 & Prior Collection	\$73,449.74	\$994,080.31	\$1,067,530.05	\$698,826.90
<b>Total Tax Collection =</b>	<b>\$260,067.45</b>	<b>\$20,564,623.78</b>	<b>\$20,824,691.23</b>	<b>\$19,528,727.54</b>

note: Above figures include penalties and interest collected

2020 Original Levy                      \$20,925,978.58

April 30, 2021 Percent of 2020 Tax Collected                      94.29%

April 30, 2020 Percent of 2019 Tax Collected                      92.17%

April 30, 2019 Percent of 2018 Tax Collected                      94.43%

April 30, 2021 - Balance of Delinquent Tax                      \$1,665,976.04

April 30, 2020 - Balance of Delinquent Tax                      \$1,419,574.03

April 30, 2019 - Balance of Delinquent Tax                      \$1,309,802.34

Corrections made to Current Tax Roll                      (\$2,424.02)

Corrections made to Delinquent Tax Roll                      \$7,066.47

**NOTE:**

Caldwell County Appraisal District has collected and disbursed Attorney Fees in the amount of \$16,415.52

Submitted by:

*Shanna Ramzinski*

Shanna Ramzinski  
 Chief Appraiser  
 Caldwell County Appraisal District

# Lockhart Independent School District Board of Trustees

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Agenda Item

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[Click here to print](#)

<b>Administrative Services</b>
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ACPC01	Purchasing Cooperative 2021-2022	\$0.00
Subtotal:		\$0.00

<b>Curriculum and Instruction</b>
-----------------------------------

ADDES01ADDES01	Discovery Education (DE) Streaming Media 2021 - 2022 District Discovery Education (DE) Streaming Media 2021 - 2022 District	\$10,820.00 \$10,820.00
ACRSK01ACRSK01	School Ready - Ready, Set, K (RSK) 2021 - 2022 School Ready - Ready, Set, K (RSK) 2021 - 2022	\$4,000.00 \$4,000.00
ACTR01ACTR01	TEKS Resource System (Curriculum) 2021 - 2022 TEKS Resource System (Curriculum) 2021 - 2022	\$32,915.00 \$32,915.00
Subtotal:		\$47,735.00

<b>Information Services</b>
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ADDL01ADDL01	Distance Learning Network 2021 - 2022 Distance Learning Network 2021 - 2022	\$3,000.00 \$3,000.00
ADTSDS01ADTSDS01	TSDS PEIMS Cooperative 2021 - 2022 TSDS PEIMS Cooperative 2021 - 2022	\$3,000.00 \$3,000.00
Subtotal:		\$6,000.00

<b>School and Admin Support</b>
---------------------------------

ACEDU01ACEDU01	eduphoria! 2021 - 2022 Request SLA eduphoria! 2021 - 2022 Request SLA	\$0.00 \$0.00
Subtotal:		\$0.00

<b>Special Programs</b>
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ACBEC01ACBEC01	Bilingual/ESL Cooperative for Districts Not in the Title III SSA 2021-2022 Bilingual/ESL Cooperative for Districts Not in the Title III SSA 2021-2022	\$5,000.00 \$5,000.00
ACHEC01ACHEC01	Homeless Education Cooperative 2021 - 2022 Homeless Education Cooperative 2021 - 2022	\$1,000.00 \$1,000.00
ACSCE01ACSCE01	SCE Special Allotment Cooperative 2021-2022 SCE Special Allotment Cooperative 2021-2022	\$1,000.00 \$1,000.00

ACME01ACME01

ESSA Title I, Part C Migrant Education  
Program SSA 2021-2022  
ESSA Title I,  
Part C Migrant Education Program SSA  
2021-2022

\$0.00\$0.00

	Subtotal:	\$7,000.00
	Total:	\$60,735.00

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## 2021-2022 Proposed General Pay Increase Cost Summary

	Scale Adjustment; 3.0 % Raise				
Category	Teachers & Librarians	Admin./ Professional	Auxiliary	Clerical/ Para/GED	Grand Total
Calculation	3% of Median	3% of mid-pt	3% of mid-pt	3% of mid-pt	
Number of employees	437	105	73	162	776
Scale Adjustment	N/A	3.6%	10.2%	13.9%	
General Pay Increase	3-5%	3.0%	3.0%	3.0%	
Annual General Pay Increase:	\$ 716,760	\$ 229,077	\$ 54,965	\$ 117,240	\$ 1,118,042
Adjustment to 95% of Market:	\$ 98,589	\$ 7,423	\$ -	\$ -	\$ 106,012
Minimum rate adj. to 1% above min.	\$ -	\$ 4,581	\$ -	\$ -	\$ 4,581
Other adjustments	\$ -	\$ -	\$ -	\$ -	\$ -
Plus Benefits @ 2.2%:	\$ 17,938	\$ 5,304	\$ 1,209	\$ 2,579	\$ 27,030
Estimated total increase:	\$ 833,287	\$ 246,385	\$ 56,174	\$ 119,819	\$ 1,255,665
<b>Summary By Fund</b>					
General Fund	\$ 774,957	\$ 182,325	\$ 29,772	\$ 89,864	\$ 1,076,918
Special Revenue Funds	\$ 58,330	\$ 64,060	\$ 26,402	\$ 29,955	\$ 178,747
<b>GPI + 95% Mkt + extra days + benefits =</b>					<b>\$ 1,255,665</b>

## **2021-2022 Teacher Pay Scale**

<b>2021-2022 Step</b>	<b>2021-2022 Proposed new Hire Salary</b>	<b>2021-2022 Teachers Scale with \$1,200 Masters Degree</b>	<b>Notes:</b>
0	\$ 50,600	\$ 51,800	
1	\$ 50,900	\$ 52,100	
2	\$ 51,200	\$ 52,400	1. Salaries listed are for 10 month employment
3	\$ 51,600	\$ 52,800	2. This salary plan is for the 2021-2022 school year
4	\$ 52,100	\$ 53,300	only. It does not represent salaries for future
5	\$ 52,700	\$ 53,900	years.
6	\$ 53,300	\$ 54,500	3. Any future salary advancement is based upon the
7	\$ 53,900	\$ 55,100	annual budget approved by the Board of Trustees
8	\$ 54,470	\$ 55,670	each year.
9	\$ 54,720	\$ 55,920	4. Masters degree stipend: An employee is eligible
10	\$ 54,970	\$ 56,170	for a maximum of 1 advanced degree stipend
11	\$ 55,220	\$ 56,420	including Masters and Doctorates degrees
12	\$ 55,470	\$ 56,670	
13	\$ 55,970	\$ 57,170	
14	\$ 56,370	\$ 57,570	
15	\$ 56,770	\$ 57,970	
16	\$ 57,170	\$ 58,370	
17	\$ 57,570	\$ 58,770	
18	\$ 57,970	\$ 59,170	
19	\$ 58,370	\$ 59,570	
20	\$ 58,770	\$ 59,970	
21	\$ 59,070	\$ 60,270	
22	\$ 59,430	\$ 60,630	
23	\$ 59,770	\$ 60,970	
24	\$ 60,070	\$ 61,270	
25	\$ 60,670	\$ 61,870	
26	\$ 60,970	\$ 62,170	
27	\$ 61,670	\$ 62,870	
28	\$ 62,070	\$ 63,270	
29	\$ 62,570	\$ 63,770	
30	\$ 63,175	\$ 64,375	
31+	\$ 64,120	\$ 65,320	

## 21-22 Administrative/Professional Pay Scale

Pay Grade						
1	Coordinator, 21st Century	<b>Sample</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Director, Cubhouse	<b>Days</b>		<b>\$ 218.29</b>	<b>\$ 263.00</b>	<b>\$ 307.71</b>
	Network Administrator	193	Days	\$ 42,130	\$ 50,759	\$ 59,388
	Speech Language Pathologist Assistant	215	Days	\$ 46,932	\$ 56,545	\$ 66,158
		226	Days	\$ 49,334	\$ 59,438	\$ 69,542
2	Accountant	<b>Sample</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Adaptive PE/Physical Therapist	<b>Days</b>		<b>\$ 266.31</b>	<b>\$ 320.86</b>	<b>\$ 375.41</b>
	Athletic Trainer	187	Days	\$ 49,800	\$ 60,001	\$ 70,202
	Behavior Specialist	192	Days	\$ 51,132	\$ 61,605	\$ 72,079
	Counselor, Elementary	193	Days	\$ 51,398	\$ 61,926	\$ 72,454
	Counselor, Junior High	202	Days	\$ 53,795	\$ 64,814	\$ 75,833
	Counselor, Special Education	205	Days	\$ 54,594	\$ 65,776	\$ 76,959
	Diagnostician	226	Days	\$ 60,186	\$ 72,514	\$ 84,843
	Instructional Coach					
	LSSP & LSSP Intern					
	Network Manager					
	Occupational Therapist					
	Registered Nurse (RN)					
	Speech Therapist/Speech Language Pathologist					
	Student Information System Specialist					
3	Assistant Principal, Elementary	<b>Sample</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Coordinator, Accountability	<b>Days</b>		<b>\$ 282.29</b>	<b>\$ 340.11</b>	<b>\$ 397.93</b>
	Coordinator, CTE	198	Days	\$ 55,893	\$ 67,342	\$ 78,790
	Coordinator, Fine Arts	202	Days	\$ 57,023	\$ 68,702	\$ 80,382
	Coordinator, Gear Up	212	Days	\$ 59,845	\$ 72,103	\$ 84,361
	Coordinator, Health & Wellness	217	Days	\$ 61,257	\$ 73,804	\$ 86,351
	Counselor, High School	226	Days	\$ 63,798	\$ 76,865	\$ 89,932
	Coordinator, PEIMS					
	Counselor, Pride High School					
	Counselor, Social Emotional					
	Coordinator, Special Ed					
Coordinator, Technology						
4	Assistant Principal, Junior High	<b>Sample</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		<b>Days</b>		<b>\$ 299.23</b>	<b>\$ 360.52</b>	<b>\$ 421.81</b>
		207	Days	\$ 61,941	\$ 74,628	\$ 87,315

## 21-22 Administrative/Professional Pay Scale

Pay Grade						
5	Assistant Principal, High School	<b>Sample Days</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Director, Community Education					
	Director, Finance	207	Days	\$ 67,076	\$ 79,852	\$ 92,628
	Director, Maintenance	226	Days	\$ 73,233	\$ 87,182	\$ 101,130
	Director, Purchasing	235	Days	\$ 76,149	\$ 90,654	\$ 105,158
	Principal, Elementary					
	Principal, Pride/LDMC					
6	Director, Bilingual/ESL/Federal Programs	<b>Sample Days</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Director, Human Resources					
	Director, Special Services	226	Days	\$ 79,091	\$ 94,156	\$ 109,221
	Principal, Associate					
7	Athletic Director/Head Football Coach	<b>Sample Days</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Director, Curriculum & Instruction					
	Exec Dir of Communications & Community Services	226	Days	\$ 93,853	\$ 105,454	\$ 117,054
	Principal, Junior High					
8	Principal, High School	<b>Sample Days</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		226	Days	\$ 105,115	\$ 118,108	\$ 131,100
9	Assistant Superintendent Curric & Instruct	<b>Sample Days</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Assistant Superintendent Oper & Tech					
	Chief Financial Officer	226	Days	\$ 113,524	\$ 127,557	\$ 141,589
10	Deputy Superintendent	<b>Sample Days</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
		226	Days	\$ 122,607	\$ 137,761	\$ 152,914

## 21-22 Auxiliary Pay Scale

Pay Grade		Annual Amounts Are Based on an 8 hour day				
		Hours:		Minimum	Midpoint	Maximum
1	Crossing Guard	Hours:	8	Minimum	Midpoint	Maximum
		Hourly		\$ 14.50	\$ 14.50	\$ 14.50
		205	Days	\$ 23,780	\$ 23,780	\$ 23,780
2	Custodian	Hours:	8	Minimum	Midpoint	Maximum
	Food Service Cook	Hourly		\$ 12.00	\$ 14.30	\$ 16.60
		179	Days	\$ 17,184	\$ 20,478	\$ 23,771
		240	Days	\$ 23,040	\$ 27,456	\$ 31,872
3	Groundskeeper	Hours:	8	Minimum	Midpoint	Maximum
		Hourly		\$ 13.50	\$ 16.06	\$ 18.62
		180	Days	\$ 19,440	\$ 23,126	\$ 26,813
		240	Days	\$ 25,920	\$ 30,835	\$ 35,750
4	Bus Driver	Hours:	8	Minimum	Midpoint	Maximum
		Hourly		\$ 15.77	\$ 18.79	\$ 21.81
		183	Days	\$ 23,090	\$ 27,509	\$ 31,930
		191	Days	\$ 24,099	\$ 28,711	\$ 33,326
		240	Days	\$ 30,281	\$ 36,077	\$ 41,875
5	Apprentice Electrician	Hours:	8	Minimum	Midpoint	Maximum
	Apprentice Plumber	Hourly		\$ 18.29	\$ 21.80	\$ 25.31
		183	Days	\$ 26,777	\$ 31,915	\$ 37,054
		240	Days	\$ 35,117	\$ 41,856	\$ 48,595
6	HVAC Technician	Hours:	8	Minimum	Midpoint	Maximum
	Journeyman Electrician	Hourly		\$ 21.53	\$ 25.29	\$ 29.05
		182	Days	\$ 31,348	\$ 36,822	\$ 42,297
		240	Days	\$ 41,338	\$ 48,557	\$ 55,776
7	HVAC, Certified	Hours:	8	Minimum	Midpoint	Maximum
	Maintenance Foreman	Hourly		\$ 23.47	\$ 27.57	\$ 31.67
		240	Days	\$ 45,062	\$ 52,934	\$ 60,806

## 2021-2022 Clerical/Paraprofessional Pay Scales

Pay Grade	<i>The positions below are shown at 7.5 hrs/day, but may work more or less than 7.5 hrs/day.</i>					
1	Ace Program Group Leader	<b>Sample</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Aide, Child Care	<b>Days</b>		<b>\$ 11.30</b>	<b>\$ 13.57</b>	<b>\$ 15.84</b>
	Kids Club Group Leader	188	Days	\$ 15,933	\$ 19,134	\$ 22,334
		191	Days	\$ 16,187	\$ 19,439	\$ 22,691
2	Aide, ESL	<b>Sample</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Aide, Hall Monitor	<b>Days</b>		<b>\$ 13.30</b>	<b>\$ 15.97</b>	<b>\$ 18.64</b>
	Aide, Health	180	Days	\$ 17,955	\$ 21,560	\$ 25,164
	Aide, Instructional	187	Days	\$ 18,653	\$ 22,398	\$ 26,143
	Aide, Library					
	Aide, PE					
	Aide, Pre-K					
	Aide, Pre-K (Bilingual)					
	Aide, Special Ed (Content Mastery)					
	Aide, Special Education (General)					
	Aide, Special Ed (Redirection)					
3	Aide, Auto Tech	<b>Sample</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Aide, ISS	<b>Days</b>		<b>\$ 14.10</b>	<b>\$ 16.93</b>	<b>\$ 19.76</b>
	Aide, Job Trainer	180	Days	\$ 19,035	\$ 22,856	\$ 26,676
	Aide, Special Education (Life Skills & PPCD)	186	Days	\$ 19,670	\$ 23,617	\$ 27,565
	Receptionist, JHS					
4	Aide, Technology	<b>Sample</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	Clerk, Attendance - HS & JHS	<b>Days</b>		<b>\$ 14.95</b>	<b>\$ 17.95</b>	<b>\$ 20.95</b>
	Clerk, ELL Compliance	180	Days	\$ 20,183	\$ 24,233	\$ 28,283
	Kids Club Site Manager	183	Days	\$ 20,519	\$ 24,636	\$ 28,754
	Receptionist, Administration	186	Days	\$ 20,855	\$ 25,040	\$ 29,225
	Receptionist, High School	187	Days	\$ 20,967	\$ 25,175	\$ 29,382
	Registrar, Asst, LHS	189	Days	\$ 21,192	\$ 25,444	\$ 29,697
	Registrar, Junior High	190	Days	\$ 21,304	\$ 25,579	\$ 29,854
	Secretary, Assistant Principal	194	Days	\$ 21,752	\$ 26,117	\$ 30,482
	Secretary, Counselor	199	Days	\$ 22,313	\$ 26,790	\$ 31,268
	Secretary, Elementary & JHS	204	Days	\$ 22,874	\$ 27,464	\$ 32,054
	Secretary, Reception	226	Days	\$ 25,340	\$ 30,425	\$ 35,510
	Truancy Officer					

## 2021-2022 Clerical/Paraprofessional Pay Scales

Pay Grade	<i>The positions below are shown at 7.5 hrs/day, but may work more or less than 7.5 hrs/day.</i>								
5	Registrar, High School	<b>Sample</b>		<b>Minimum</b>		<b>Midpoint</b>		<b>Maximum</b>	
	Secretary, Appraisal	<b>Days</b>		<b>\$ 16.74</b>		<b>\$ 20.10</b>		<b>\$ 23.46</b>	
	Secretary, Community Education	186	Days	\$ 23,352	\$ 28,040			\$ 32,727	
	Secretary, Director - Special Education	196	Days	\$ 24,608	\$ 29,547			\$ 34,486	
	Secretary, Maintenance	212	Days	\$ 26,617	\$ 31,959			\$ 37,301	
	Secretary, Pride/LDMC	226	Days	\$ 28,374	\$ 34,070			\$ 39,765	
	Secretary, Principal - Elementary	235	Days	\$ 29,504	\$ 35,426			\$ 41,348	
	Secretary, Principal - Junior High								
6	Accounting Specialist/CFO Secretary	<b>Sample</b>		<b>Minimum</b>		<b>Midpoint</b>		<b>Maximum</b>	
	Accounts Payable Specialist	<b>Days</b>		<b>\$ 18.42</b>		<b>\$ 22.11</b>		<b>\$ 25.80</b>	
	Computer Technician, Technology Dept.	187	Days	\$ 25,834	\$ 31,009			\$ 36,185	
	HR Specialist	226	Days	\$ 31,222	\$ 37,476			\$ 43,731	
	LVN								
	Purchasing Specialist								
	Secretary, Athletics								
	Secretary, Finance - High School								
	Secretary, Principal - High School								
7	Gear Up Assistant	<b>Sample</b>		<b>Minimum</b>		<b>Midpoint</b>		<b>Maximum</b>	
	Payroll & Benefits Specialist	<b>Days</b>		<b>20.63</b>		<b>24.76</b>		<b>28.89</b>	
	Secretary, Assistant Superintendent	226	Days	\$ 34,968	\$ 41,968			\$ 48,969	
8	Certified Occupational Therapist Assistant	<b>Sample</b>		<b>Minimum</b>		<b>Midpoint</b>		<b>Maximum</b>	
	Secretary, Deputy Superintendent	<b>Days</b>		<b>24.12</b>		<b>28.72</b>		<b>33.32</b>	
		193	Days	\$ 34,914	\$ 41,572			\$ 48,231	
		226	Days	\$ 40,883	\$ 48,680			\$ 56,477	
9	Secretary, Superintendent	<b>Sample</b>		<b>Minimum</b>		<b>Midpoint</b>		<b>Maximum</b>	
		<b>Days</b>		<b>27.24</b>		<b>32.74</b>		<b>38.24</b>	
		226	Days	\$ 46,172	\$ 55,494			\$ 64,817	

## 2021-2022 Master Stipend List

Campus	Stipend	20-21 Approved Stipend	21-22 Proposed Stipend	Change	Notes
HS	Acute Shortage (Health Science Tech)	\$3,500	\$3,500	\$ -	
HS	Ag stipend	\$2,500	\$2,500	\$ -	
HS	Band, 1st assistant	\$6,000	\$6,000	\$ -	
JHS	Band, Assistant	\$5,000	\$5,000	\$ -	
HS	Band, Assistant	\$5,000	\$5,000	\$ -	
JHS	Band, Head	\$6,000	\$6,000	\$ -	
HS	Band, Head	\$10,000	\$10,000	\$ -	
SpED	Behavior (IDEA B Formula funds)	\$1,500	\$1,500	\$ -	
District	Bilingual recruitment finders fee (current staff)	\$250	\$250	\$ -	
District	Bilingual signing bonus (new hires)	\$500	\$500	\$ -	
District	Bilingual, assessment staff	\$6,500	\$6,500	\$ -	
Elementaries	Bilingual, classroom teachers only	\$6,500	\$6,500	\$ -	
District	Bilingual, speech therapist	\$6,500	\$6,500	\$ -	
JHS	Builders Club	\$1,000	\$1,000	\$ -	
District	Career Ladder II	\$1,560	\$1,560	\$ -	
HS	Cheer Sponsor	\$5,000	\$5,000	\$ -	
JHS	Cheer Sponsor	\$2,000	\$2,000	\$ -	
HS	Cheer Sponsor, Assistant	\$3,000	\$3,000	\$ -	
HS	Choir Director	\$6,000	\$6,000	\$ -	
JHS	Choir Director	\$3,000	\$3,000	\$ -	
HS	Class Sponsor	\$750	\$750	\$ -	Adding Freshman and Sophomore Class
Elementaries	Club Sponsor	\$200	\$200	\$ -	
HS	Dance/Drill Team Director	\$4,500	\$4,500	\$ -	
HS	DECA Sponsor	\$2,000	\$2,000	\$ -	
HS	EMT Instructor	\$2,000	\$2,000	\$ -	
JHS	English Language Case Manager	\$0	\$2,500	\$2,500	Approved 05/03/21
JHS/HS	ESL - Teachers assigned to serve self-contained and newcomers	\$1,200	\$1,200	\$ -	
District	ESL Certification training	\$500	\$500	\$ -	
HS	Event Broadcasting Sponsor	\$0	\$3,000	\$3,000	NEW
HS	FCCLA	\$2,000	\$2,000	\$ -	
JHS	FCCLA	\$1,500	\$1,500	\$ -	
HS	HOSA (Health Occupations) Sponsor	\$2,000	\$2,000	\$ -	
JHS	HOSA (Health Occupations) Sponsor	\$1,500	\$1,500	\$ -	
District	Internet/data usage during shutdown	\$50	\$50	\$0	
HS	Key Club	\$750	\$750	\$ -	
HS	Language other than English - Lead	\$2,000	\$2,000	\$ -	
Elementaries	Lead Teacher	\$1,000	\$1,000	\$ -	
HS	Lead Teacher	\$2,000	\$2,000	\$ -	

## 2021-2022 Master Stipend List

Campus	Stipend	20-21 Approved Stipend	21-22 Proposed Stipend	Change	Notes
JHS	Lead Teacher	\$1,500	\$1,500	\$ -	
District	Lead Teacher, GT	\$2,500	\$2,500	\$ -	
District	Lead Teacher, Instructional Coach	\$2,000	\$2,000	\$ -	
All campuses except JHS	Lead Teacher, Special Ed	\$1,500	\$1,500	\$ -	
JHS	Lead Teacher, Special Ed	\$2,500	\$2,500	\$ -	
District	Lever Leader	\$10,000	\$10,000	\$ -	6 New positions approved 4/5/21
District	Masters (Any subject area) - limit 1 per employee	\$1,200	\$1,200	\$ -	
District	Mentor, teacher - new to LISD	\$200	\$200	\$ -	
District	Mentor, teacher - new to the profession	\$600	\$600	\$ -	
HS	National Honor Society Sponsor	\$1,000	\$1,000	\$ -	
JHS	National Junior Honor Society Sponsor	\$1,000	\$1,000	\$ -	
HS	One-Act Play Sponsor	\$1,600	\$1,600	\$ -	
HS	On-Ramp Teacher	\$2,000	\$2,000	\$ -	
JHS	Robotics	\$500	\$500	\$ -	
LHS	Robotics	\$2,000	\$2,000	\$ -	
HS	Sign-on Bonus, Speech Therapist (one-time payment)	\$2,000	\$2,000		
HS	Skills USA (Auto/Arts/AV programs)	\$2,000	\$2,000	\$ -	
HS	Skills USA (Construction)	\$0	\$2,000	\$2,000	NEW
District	Special Assignment stipend	\$5,000.00	\$5,000.00	\$ -	
District	Special Education Bilingual Teacher Signing Bonus (pd over 3 years)	\$3,000	\$0	(\$3,000)	Eliminate
District	Special Education LSSP and Diagnostician Signing Bonus (pd over 3 years)	\$3,000	\$0	\$ -	
District	Special Education Teacher Signing Bonus (pd over 3 years)	\$3,000	\$0	(\$3,000)	Eliminate
District	Special Education Bilingual Stipend	\$0	\$1,000	\$1,000	NEW
District	Special Education Teacher Stipend (Foundational Learning, Redirection, Stuctured Learning Center and ECSE)	\$0	\$1,000	\$1,000	NEW
District	Special Olympic Advisor (IDEA)	\$500	\$500	\$ -	
HS	Student Council Advisor	\$1,500	\$1,500	\$ -	
JHS	Student Council Advisor	\$1,500	\$1,500	\$ -	
District	Summer Curriculum work (3 days)	\$500	\$500	\$ -	
Elementaries	Summer School Principal, Bilingual	\$4,800	\$4,800	\$ -	
Elementaries	Summer School Principal, SSI	\$3,500	\$3,500	\$ -	
Secondary	Summer School Principal, SSI & EOC	\$3,500	\$3,500	\$ -	
District	Summer teacher choice presenter	\$250	\$250	\$ -	

## 2021-2022 Master Stipend List

Campus	Stipend	20-21 Approved Stipend	21-22 Proposed Stipend	Change	Notes
HS	TAFE (TX Asso. of Future Educ.) Sponsor	\$2,000	\$2,000	\$ -	
JHS	TAFE (TX Asso. of Future Educ.) Sponsor	\$1,500	\$1,500	\$ -	
HS	Tech Theater	\$1,600	\$1,600	\$ -	
HS	Tech Student Assoc	\$ -	\$2,000	\$2,000	New
District	Technology, Superintendent	\$1,200	\$1,200	\$ -	
HS	Texas Public Services Assoc.	\$ -	\$2,000	\$2,000	New
HS	Theater Arts Advisor	\$3,000	\$3,000	\$ -	
JHS	Theater Arts Advisor	\$800	\$800	\$ -	
District	Transportation, Superintendent	\$3,000	\$3,000	\$ -	
HS	UIL Academic Coordinator	\$1,600	\$1,600	\$ -	
JHS	UIL Academic Coordinator	\$1,250	\$1,250	\$ -	
HS	UIL Journalism/Mathematics	\$1,200	\$1,200	\$ -	
HS/JHS	UIL Subject Area Coach	\$600	\$600	\$ -	
HS	Yearbook Editor	\$2,000	\$3,000	\$1,000	Increase

## 2021-2022 Substitute Daily Rates

		20-21	21-22
		Daily	Daily
Substitute Category	Other information	Rate	Rate
<b><i>Daily Rates</i></b>			
Teacher Substitute, BA degree	Must have a copy of degree on file in HR	\$ 85	\$ 85
Teacher Substitute, BA degree - long-term	Must have a copy of degree on file in HR	\$ 95	\$ 95
Teacher Substitute, BA degree & certified	Must have a copy of degree & certific. on file in HR	\$ 95	\$ 95
Teacher Substitute, BA degree & certified, long-term	Must have a copy of degree & certific. on file in HR	\$ 100	\$ 100
Teacher Substitute, BA degree and/or certified (Sped & LDMC assignments only)	Must have a copy of degree/certification on file in HR	\$ 100	\$ 100
Teacher Substitute, BA degree and/or certified (Sped & LDMC assignments only) - long -term	Must have a copy of degree/certification on file in HR	\$ 110	\$ 110
Teacher Substitute, non-degreed		\$ 80	\$ 80
Teacher Substitute, non-degreed - long term		\$ 85	\$ 85
Teacher Substitute, Sped/LDMC, non-degreed		\$ 85	\$ 85
Teacher Substitute, Sped/LDMC, non-degreed, long-term		\$ 90	\$ 90
Administrator substitute	Must be pre-approved, in writing, by the Superintendent	\$ 135	\$ 135
Aide Substitute	Includes Cubhouse	\$ 70	\$ 70
Aide Substitute - long-term	Includes Cubhouse	\$ 75	\$ 75
Aide Substitute - Special Ed. (short & long term)		\$ 85	\$ 85
Community Ed. Substitute	Rate is for Four and one-half hours	\$ 50	\$ 50
Counselor Substitutes	Must be pre-approved, in writing, by the Superintendent	\$ 105	\$ 105
Counselor Substitutes - long-term	Must be pre-approved, in writing, by the Superintendent	\$ 120	\$ 120
LVN/RN Substitute	Not licensed	\$ 70	\$ 70
LVN/RN Substitute - long-term	Not licensed	\$ 75	\$ 75
LVN/RN Substitute	Must be licensed	\$ 80	\$ 80
LVN/RN Substitute - long-term	Must be licensed	\$ 90	\$ 90
Secretary Substitute		\$ 70	\$ 70
Secretary Substitute - long term		\$ 75	\$ 75
<b>For long-term assignments, must work 10 consecutive days or more. A break in consecutive days is adjusted back to short-term rate.</b>			

## 2021-2022 Substitute Hourly Rates

		20-21	21-22	
		Hourly	Hourly	
Substitute Category	Other information	Rate	Rate	Notes
<b><u>Hourly Rates</u></b>				
Substitutes. Food substitutes	For food service substitutes	\$ 9.20	\$ 9.20	Administrators must submit hiring recommendations to HR
Substitutes, Employee	This applies <b>only to Full-time Teachers</b> working in the District that are subbing during their duty-free conference period. Substituting is to be implemented only in emergency situations.	\$ 25.00	\$ 25.00	Administrators must complete paper timesheet and submit to business/payroll office

## 2021-2022 Pay Rates

		20-21	21-22	
		Hourly	Hourly	
Category	Other information	Rate	Rate	Notes
<b><u>Hourly Rates</u></b>				
Interventionists, certified	To be assigned by the C&I department	\$25.00	\$25.00	Administrators must complete paper timesheet and submit to business/payroll office by the established deadlines
Interventionists, non-certified	To be assigned by the C&I department	\$15.00	\$15.00	Administrators must complete paper timesheet and submit to business/payroll office by the established deadlines
Summer School, paraprofessional	This applies <b>only to full-time paraprofessionals</b> working in the district for summer school	\$12.50	\$12.50	Administrators must submit hiring recommendations to HR
Summer School, teacher	This applies <b>only to Full-time Teachers</b> working in the District for summer school	\$30.00	\$30.00	Administrators must submit hiring recommendations to HR
Tutors, employee	For principal authorized tutoring using teachers already employed in a teaching position within LISD	\$25.00	\$25.00	Administrators must complete paper timesheet and submit to business/payroll office
Tutors, part-time, professional (Outside, temporary staff)	Part-time employee rate (<30 hrs/week)	\$25.00	\$25.00	Administrators must complete paper timesheet and submit to business/payroll office
Tutors, part-time, para-professional (outside, temporary staff)	Part-time employee rate (<30 hrs/week)	\$10.00	\$10.00	Administrators must complete paper timesheet and submit to business/payroll office

# Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

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AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

## DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

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BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:

**LOCKHART INDEPENDENT SCHOOL DISTRICT RESOLUTION  
REGARDING CALDWELL COUNTY COOPERATIVE SHARED SERVICES  
ARRANGEMENT AGREEMENT**

**WHEREAS**, the Board of Trustees of the Lockhart Independent School District has previously authorized and executed the Shared Services Arrangement Agreement for the Caldwell County Cooperative;

**WHEREAS**, the Caldwell County Cooperative Shared Services Agreement (“SSA”) is a cooperative established by and through a Shared Services Agreement of school districts to operate certain aspects of their special education program for students with disabilities under the authority of Section 29.007, Texas Education Code, and Section 791.002 *et seq.* of the Texas Government Code;

**WHEREAS**, the Caldwell County Cooperative Shared Services Agreement is composed of the following school district members: Lockhart Independent School District, Luling Independent School District, and Prairie Lea Independent School District (“Member Districts”);

**WHEREAS**, the Lockhart Independent School District has and continues to serve as the fiscal agent for the Caldwell County Cooperative Shared Services Agreement;

**WHEREAS**, the Caldwell County Cooperative Shared Services Agreement is governed by a Management Board comprised of the Superintendent of Schools for each Member District;

**WHEREAS**, Senate Bill 1376 was passed by the 86<sup>th</sup> Legislature and repealed Texas Education Code Section 29.007 which read as follows,

School district may enter into a written contract to jointly operate their special education programs. The contract must be approved by the commissioner. Funds to which the cooperating districts are entitled may be allocated to the districts jointly as shared services arrangement units or shared services arrangement funds in accordance with the shared services arrangement districts’ agreement.

**WHEREAS**, the Texas Education Agency has yet to issue guidance on the implications of the repeal of Section 29.007 but, upon information and belief, will continue to issue funding with the existing Shared Services Agreement for the 2021-2022 school year;

**WHEREAS**, the repeal of Section 29.007 effectively removes Commissioner authority over Shared Services Agreements but the need for special education services for Member Districts still remains and must be planned, executed and ready for students for the 2021-2022 school year and in future years;

**WHEREAS**, school districts still maintain the authority to enter into interlocal agreements under the authority of Texas Education Code Sections 11.157 and 11.1511(c)(4) as well as Texas Government Code Annotated Section 791.001 *et seq*;

**WHEREAS**, given the developing impact of Senate Bill 1376, Member Districts will require the ability to modify its existing Shared Services Agreement to a Interlocal Agreement and will likely also have the future need to make immediate decisions on further changes based on guidance from the Texas Education Agency and, most importantly, need to make prompt decisions to best ensure that there is no interruption of special education services to students for the 2021-2022 and future school years, the Board of Trustees may delegate authority to the Superintendent of Schools to take such current and future action to conform the Shared Services Agreement to an Interlocal Agreement given the change in the law and to prevent the disruption of services to students under the authority of Texas Education Code Section 11.1511(c)(4);

**WHEREAS**, on behalf of the Board of Trustees, the Superintendent of Schools is also delegated full authority to represent and make all decisions required as part of the Management Board without need for further approval of the Board of Trustees, with the exception of any changes to the District's participation in same or potential or anticipated litigation;

**WHEREAS**, the current and future changes to the Shared Services Agreement requires the counsel and services of a law firm so that the new Interlocal Agreement removes state requirements that are no longer applicable, preserves the rights and responsibilities of each party to continue to work in a cooperative manner to acquire personnel, equipment, and contracted services so special education services may be provided to students, transitions ongoing services provided by the Caldwell County Cooperative Shared Services Agreement as the change is made from a Shared Services Agreement to an Interlocal Agreement with required legal compliance;

**WHEREAS**, the law firm of Walsh Gallegos Treviño Kyle & Robinson P.C. ("Walsh Gallegos") is requested by the Member Districts for joint representation given the shared common interest in changing the Shared Services Agreement to an Interlocal Agreement, address centralized programming and address any other future changes to the Interlocal Agreement as the Texas Education Agency develops future guidance based on the change in law;

**WHEREAS**, prior written consent of all Member Districts (except for Member Districts represented by other legal counsel), including current clients of the firm, is required to engage the law firm's representation along with acknowledgments by the Member Districts that each,

- a. is not aware of any existing conflict of interest that impacts joint representation (such as pending litigation with another District or adverse interests in the drafting of the Interlocal Agreement, etc.),
- b. will inform the law firm if a conflict of interest or potential conflict of interest arises during the pendency of the joint representation, and
- c. agrees to a limited waiver of the attorney-client privilege as to information learned by the law firm as part of its joint legal representation but only as between jointly represented Member Districts and strictly related to its representation regarding the

drafting of a new Interlocal Agreement to replace the current Shared Services Agreement and future related revisions (the attorney-client waiver does not apply to third parties or other areas of representation); and

- d. delegates the authority to provide future consents for multiple party legal representation on this matter to the Superintendent of Schools.

**WHEREAS**, Walsh Gallegos has disclosed that the potential for a conflict of interest may arise in joint representation of clients and that it,

- a. is not aware of a conflict of interest that would prevent the firm from undertaking this representation,
- b. will notify the jointly represented Member Districts and if it becomes aware of a potential or actual conflict of interest, and
- c. will withdraw from this representation upon client request or should an actual conflict of interest arise to include threatened or actual litigation among jointly represented Member Districts with regard to reformation of the Shared Services Agreement;

**BE IT RESOLVED THAT**, the Board of Trustees approves the following by majority vote,

1. The statements in the Preamble of this Resolution are found to be true and correct;
2. Entering to an Interlocal Agreement based on revisions to the current Shared Services Agreement with other Member Districts for the provision of special education services for students in the 2021-2022 school year and into the future;
3. Delegates and authorizes the Superintendent of Schools,
  - a. Serve and represent the District on the Caldwell County Cooperative Shared Services Agreement Management Board, with delegated authority to take all necessary program action with the exception of withdrawing the District from membership and anticipated or potential litigation which is reserved for board action;
  - b. Negotiate and approve revisions to the current Shared Services Agreement so that it is changed to an Interlocal Agreement in full conformity with law;
  - c. Negotiate and approve future revisions to the new Interlocal Agreement as needed;
  - d. Execute the Interlocal Agreement or future amended Interlocal Agreements without need for action by the Board of Trustees;  
and,
  - e. Provide future written consent to the law firm of Walsh Gallegos for continued or future joint representation on revisions to the Interlocal Agreement;
4. Agrees and approves to retain the law firm Walsh Gallegos Treviño Kyle & Robinson P.C. for joint representation of all Member Districts, except for Member Districts represented by other counsel, for legal counsel and service in current and future drafting an Interlocal Agreement; and

5. Sufficient written notice of the date, time, place and subject of the meeting of the Board of Directors was posted pursuant to Chapter 551, Texas Government Code, and the meeting was open to the public as required by law including the consideration and vote taken related to this Resolution.

APPROVED AND ADOPTED this \_\_\_\_ day of \_\_\_\_\_, 2021.

By: \_\_\_\_\_  
\_\_\_\_\_, President  
Board of Trustees of the Lockhart  
Independent School District

ATTEST:

\_\_\_\_\_  
\_\_\_\_\_, Vice President  
Board of Trustees of the Lockhart  
Independent School District

**CERTIFICATE FOR RESOLUTION**

I hereby certify that the foregoing Resolution was presented to the Board of Trustees of the Lockhart Independent School District during a meeting on \_\_\_\_\_, 2021. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the Resolution be adopted, and such Resolution was then adopted according to the following vote:

Ayes: \_\_\_\_\_

Nays: \_\_\_\_\_

Abstentions: \_\_\_\_\_

To certify which, witness my hand and the official seal of the District this \_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
\_\_\_\_\_, Secretary, Board of Trustees  
Lockhart Independent School District

# Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

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AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

---

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:

**Grants and Awards**

The Superintendent shall be authorized to:

1. Apply, on behalf of the Board, for any and all special federal and state grants and awards as deemed appropriate for the District's operations;
2. Approve commitment of District funds for matching, cost sharing, cooperative, or jointly funded projects up to the amounts specifically allowed under the District budget approved by the Board; and
3. Approve grant and award amendments as necessary.

The District shall comply with all requirements for state and federal grants and awards imposed by law, the awarding agency, or an applicable pass-through entity. The Superintendent shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to provide reasonable assurance that the District is complying with requirements for state and federal grants and awards.

[See CAA, CBB]

**Federal Awards**

Conflict of Interest

Each employee, Board member, or agent of the District who is engaged in the selection, award, or administration of a contract supported by a federal grant or award and who has a potential conflict of interest as defined at Code of Federal Regulations, title 2, section 200.318, shall disclose to the District, in writing, any conflict that meets the disclosure threshold in Chapter 176 of the Local Government Code. [See CBB]

In addition, each employee, Board member, or agent of the District shall comply with any other conflict of interest requirements imposed by the granting agency or a pass-through entity.

For purposes of this policy, "immediate family member" shall have the same meaning as "family member" as described in Chapter 176 of the Government Code. [See BBFA]

For purposes of this policy, "partner" shall have the same meaning as defined in Business Organizations Code Chapter 1, Subchapter A.

An employee, Board member, or agent of the District who is required to disclose a conflict in accordance with the provisions above shall not participate in the selection, award, or administration of a contract supported by a federal grant or award.

STATE AND FEDERAL REVENUE SOURCES

CB  
(LOCAL)

Gifts and Gratuities Employees, Board members, and agents of the District shall not solicit any gratuities, favors, or items from a contractor or a party to a subcontract for a federal grant or award and shall not accept:

1. Any single item with a value at or above \$50; or
2. Items from a single contractor or subcontractor that have an aggregate monetary value exceeding \$100 in a 12-month period.

[See BBFA, BBFB, CBB, DBD. In the event of a violation of these requirements, see CAA and DH.]

## **Resolution of the Board Regarding ESSER III and Policy CB(LOCAL), State and Federal Revenue Sources**

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WHEREAS, on April 28, 2021, TEA notified school districts of the opportunity to apply for their allocation of the Elementary and Secondary School Emergency Relief III (ESSER III) Fund, which should be used to respond to the pandemic and to address student learning loss as a result of COVID-19;

WHEREAS, TEA published guidance regarding how these funds can be used and local compliance requirements school districts must follow, including a recommendation that districts develop local board policy to address how the district will provide the required public notice regarding federal grants and awards for consistency;

WHEREAS, Texas Education Code 11.151 gives the Board of Trustees the exclusive power and duty to govern and oversee the management of the public schools of the District; and

WHEREAS, the Board finds that a need exists to adjust local policy provisions to address public notice for federal grants and awards and approval of required grant plans;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Lockhart Independent School District adopts the following text for inclusion at CB(LOCAL), State and Federal Revenue Sources:

- The District shall provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District's website. The District shall make available opportunities for public input as required by law or the granting agency.
- Approval of required grant and award plans shall be by the Superintendent.

The change to CB(LOCAL) is effective based on the adoption date of this resolution.

Adopted this 24th day of May, 2021, by the Board of Trustees.

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Presiding Officer

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Secretary

# Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

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AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

---

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:

# Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

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AGENDA SECTION:

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RECOMMENDATION:

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